

## Principal Earner and Accommodator in Household

—An illustration of gender stratification process in contemporary Japan—

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### Handout

#### 1. Introduction

#### 2. Formalization of the Stratification Theory

With basic concepts of the stratification theory, the general process of stratification is formalized as follows:

[Ascription] → [Status] → …… → [Status] → [Rewards]

#### 3. A Process of Gender Stratification

The gender stratification process is formalized as follows:

[Ascription]		[Status 1]		[Status 2]		[Rewards]
Sex		Worker type		Workforce participation		Earnings
<b>Men</b>	→	<b>Principal earner</b>	→	<b>Full</b>	→	<b>High</b>
<b>Women</b>	→	<b>Accommodator</b>	→	<b>Partial / None</b>	→	<b>Low</b>
Step	X		Y			Z

#### 4. Gender-Equal Policy against Each Step of Stratification

The current Japanese gender-equal policy takes measures against each step of gender stratification process. For each step policy sub-goal is set as follows:

Step	X	Y	Z
	↑	↑	↑
Policy sub-goal	?	Moderate work/family balance	Family-friendly work system

#### 5. The Moderate Work/Family Balance

Measures the current policy takes:

- (1) Reduction of normal working hours
- (2) Support for care work.

Evidence against the policy:

Such measures do not allow accommodators full participation in workforce.

#### 6. Family-Friendly Work System

Measures the current policy takes:

Development of parental and family care leave system.

Evidence against the policy:

Leave-takers must pay enormous opportunity cost.

#### 7. Practicable Gender-Equal Society

The last measure should be aimed at the step X. Men should be a accommodator with the equal probability to women. In statistical terms, men's continuity rate of full-time employment should decrease.

\* Details are in the full paper.